

"It takes *all* to make society right.
No one group can do the job.
All must understand. *All* must help."

An Announcement

of the Industrial Committee of the
War Work Council
of the National Board of the
Young Women's Christian Associations
on

Industrial Readjustment and Development

Industrial Department, National Board
of the Young Women's Christian Associations
60 Lexington Avenue - New York City

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SO many communications have been received regarding the future work of the Industrial Committee that it has seemed best to send out this brief word. A task greater than ever lies ahead. Responsibilities are increased many times. No good that has been won for the women of America in these critical months that are past must be lost. No opportunity for development, for progress in the future must be overlooked.

Mr. Felix Frankfurter, Chairman of the War Labor Policies Board, stated in an address recently that it might perhaps have been well for America's future if she could have had the impetus of the war for another year without its guish.

The War's Silver Lining

Others have expressed the same thought. For in the midst of all the militarization that has taken place with attendant waste of human and material resources there have been developed in society a working cooperation, team play, social efficiency traits and an idealization that were undreamed of before the war. The value of labor has been recognized as never before and in industrial society itself a new ideal has taken shape, an ideal not of production primarily, of production for profit, but of production for service. To both employer and employee has come with striking force a renewed or awakened consciousness of feeling for their fellow man.

Something New in Society

Striking innovations have been introduced into society during the period of the war, among them:

Conscription

Government expenditures almost beyond comprehension

Unprecedented income taxes

Government ownership and operation of huge industrial plants

Compulsory arbitration of labor disputes

Distribution of labor through federal agencies

Price regulation of food and fuel

Government control of railroads, express companies, telegraph and cable companies

The tabooing of waste and luxury

The popularizing of production and saving as desirable social traits

It is said that the American people have been thoroughly aroused from their lethargy, that they have become a thinking democracy. Has the lesson been long enough, has it been thorough enough? Is society sufficiently mentally alert, is it intelligent enough to turn a powerful microscope upon itself and distinguish the wheat from the chaff that which has been sown? Is it strong

nough to keep what is good for it and to discard the bad? Is it going to be able to experiment constantly and carefully?

This is the day of scientific experimentation. No one *knows* what is right. One can simply try and test, always carefully, always thoughtfully. But trying and testing are necessary if the giant task that lies ahead is to be adequately met, *now that the world has been made "safe for Democracy," "to make Democracy."*

We've "Changed the Name but not the Letter"

Large government plants will probably be closed as rapidly as the employees can be placed in other industries and many of these plants will be taken over by private capital for paper mills, textile factories, motor plants, et cetera. Many of the women will feel bewildered for a long time to come and have never needed so much to be calmed, guarded and advised.

Where the plants are closing down permanently the industrial club must remain until entire readjustment has been made and the last girls have gone. Where the plants pass to private hands the War Work Council will probably

purchase the buildings that have been loaned during the war and continue the activities. The service work in the club centers will be just as much needed for there will be exposure to the same conditions and hardships,—such as isolation, monotony and loneliness,—which the war industries brought.

The Industrial Women's Service Club (same initials as Industrial War Service Club) will be needed too in the shipyards. As the munition plant close down women are going in considerable numbers into shipbuilding, into work where they have seldom or never before been employed. They should still have the support of the Service Club.

Untilled Industrial Fields

The Street Car and Railroad Companies are announcing that the employment of women has been so successful that it will become a permanent policy. In this case, we hope soon to include work with the railroads in our Industrial Department.

Other industrial fields almost wholly untouched are the coal-mining and the fruit-picking and the cotton mills of our country.

And what sufficiently impressive statement can be made regarding the need for the further development of the industrial club center in the great industrial communities? Their value in fostering self government, individual and social responsibility among women and girls, all of which contribute so much to industrial democracy has been clearly demonstrated. They should be opened in every city in our land where large numbers of women are employed.

Women's Future Jobs

Woman is needed if industry is to continue. From all over the country comes the report that thousands of them are to remain where they are. For years there may be little immigration; emigration of large groups of our foreign population has already begun; women will become increasingly the source of the labor supply. There are 8,000,000 children under sixteen years of age who should *have a chance* in this great country of ours. These children should go out of industry forever and women could be used to take their places.

Make the World Safe for Them

Adjustments to be sure are needed. Conditions must be made right for these women. Our nation's life depends in large measure upon the protection that is given them. Government regulations in force during the war are removed.

For the safeguarding of our women a speaking campaign on State and Federal Industrial Standards should be promoted not only for the benefit of the public in all the industrial sections of our country, but throughout all the great plants in the next few weeks for the benefit of the women themselves before they leave their present occupations. At no time in our history has wise leadership been needed so much as now. Many of these women and girls are facing the most trying and critical period of their lives. They must be safeguarded against the wrong kind of direction in these days of uncertainty.

Public Opinion must demand that employers stand back of the Government in the fullest way and that they work through its employment service, both in discharging and seeking new workers. Government agencies must be loyally backed in their efforts to adjust the labor supply to peace conditions.

There must be aroused in the women workers a vivid consciousness of their economic individual and social responsibility. The girl who is suddenly faced with the loss of her job is often thrown into a state of alarm or shock that unfits her temporarily for securing satisfactory employment. She thus may fall a ready victim to low wage and poor working conditions and this acceptance of lowered standards of work and wage will affect the entire industrial structure, the men as well as the women, the returning soldier as well as the civilian.

So much in the future depends upon levelheadedness and power to stand together in order that none may suffer because of the panic of a few. Standards of living must be maintained and raised; the ideals of the brotherhood of man and Christianity, that have been stirred with new force in these trying months must not be forgotten; men and women must find the opportunity to express themselves in this new Democracy that we are building.

Getting Together

40,000,000 loyal American women must be behind the program of education and understanding. It takes all to make society "right." Too much in the past has been left to labor. No one group can do the job. All must understand; all must help.

The Young Women's Christian Association can be a tremendous force in furthering this understanding among women. It can be a tremendous force not only in the United States but in other countries as well in interpreting the working woman to the world. It can do much in bringing about in industry the two things that must come, if the hope for our nation is to be achieved,—*understanding* and a *feeling of good will*.

To be Intelligent on Industry, Rea

Attention is called to the following brief reading list. The chief aim is not to present any "reconstruction" program but to bring to notice some of the best recent thought along certain basic lines.

The Responsible State—Giddings.
Houghton Mifflin Co., 1918, \$.90
Political Ideals—Russell. Century,
1917, \$1.00

Democracy and Education—Dewey.
Macmillan, 1916, \$1.40

Principles of Labor—Henderson. Huebsch,
1918, \$.50

The Creative Impulse in Industry—
Marot. E. P. Dutton, 1918, \$1.50

The Human Machine and Industrial
Efficiency—Lee. Longmans, 1918,
\$1.10

For a renewal of appreciation of the
aims and purposes of the Young Wom-
an's Christian Association an address
by Miss Mabel Cratty, The Unfolding
purpose, given at the Stockholm Con-
ference in 1910 is suggested. See Re-
port of the Conference. \$.75

For a brief review of our social or-
ganization, Leavitt and Brown's Ele-
mentary Social Science is suggested.—
Macmillan, 1918, \$.80

(These books can all be secured from
the Womens Press, 600 Lexington
avenue, New York City.)

